

TRANSEND

June 2007

A magazine for employees, retirees and stakeholders of the Arizona

Transportation

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Victor Mendez
Director

Opportunities for advancement

As I travel around the various ADOT offices throughout the state, I meet wonderful and dedicated employees; many of whom have put in long years of service with the agency; starting at entry-level positions and working their way up to leadership roles.

People such as George Bays of the Motor Vehicle Division; Eddie Newkirk of Phoenix Maintenance District; and Penny Martucci of MVD, come to mind.

George celebrates his 50th year of service to the State of Arizona, and truly exemplifies what it means to be a “servant of the people.” In 1957, he began as a rookie patrolman with the Arizona Highway Patrol (predecessor of the Department of Public Service) and rose to the rank of commander of the Southern District with the DPS. Retiring from the DPS on Sept. 30, 1982, the very next day, George came to work for ADOT in the Motor Vehicle Division. He has handled a number of assignments with the MVD, including his current responsibility as Border Projects Administrator in Sierra Vista. (See story on Page 6).

Eddie Newkirk, has spent 43 years with ADOT, and is retiring as a supervisor with the Phoenix Maintenance District; and Penny Martucci,

Assistant MVD Director in charge of Competitive Government Partnerships, retires with 35 years of state service. These people, and many others, set a fine example of the opportunities for career advancement in state government, particularly at ADOT.

At ADOT, we continually look for ways to promote and advance our employees to higher levels of responsibility. Our continuing education programs at ADOT help to improve your knowledge and skills. The Arizona Government University (AzGU) provides many courses to help you grow as individuals and develop your skills.

When developing your personal planner with your supervisor, take time to discuss potential promotion options. The staff in our Human Resources office can help you to find opportunities for career advancement within ADOT, or with other state agencies.

Your education and personal growth as an employee enhances the services and products of this agency. I encourage you to go on the ADOT Intranet and click on the link to the ADOT Learning Center where you will find valuable resources for required training, as well as technical, safety, and clerical classes. We even offer tuition reimbursement programs for those who qualify.

Opportunities for personal growth and career advancement abound at ADOT. Plot your career path with ADOT today.

Sincerely,

Victor M. Mendez,

Director

TRANSEND

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Equipment Rodeo promotes safety; tests operator skills

By Ron Loar
Editor

It had all the aspects of a western rodeo – competition, events, food, spectators, and belt buckles awarded to winning contestants. The Arizona Equipment Safety Partnering Rodeo was even held at the Arizona State Fairgrounds.

But instead of bulls and broncos, contestants rode (or rather drove) snow plows, dump trucks, graders, and loaders. For two days, they tested their skills and demonstrated their prowess in operating the equipment that they use daily in their jobs as highway workers.

Over 500 competitors from state, county, and municipalities vied for awards at the Rodeo sponsored annually by ADOT. In addition to driving the heavy equipment through intricate mazes of pylons, executing turn, parking and backing maneuvers, participants also had to pass written tests and exhibit their proficiency in conducting safety inspections of equipment.

“The Rodeo started out as an ADOT event,” said John Trojanovich, supervisor of ADOT’s Equipment Services in Tucson, “then some counties and cities saw the value of what we are doing, and wanted to participate. We now have participants from private industry involved.”

Safety and Health Administrator, Sonya Herrera, coordinates the safety training portion of the Rodeo. “Participants can complete several of their mandatory safety training requirements in just two days,” she said.

Almost 70 safety classes cover a wide range of safety and health topics, including, Fall Protection, Excavation Awareness, Hearing Conservation, Chainsaw Safety, Drug Lab Identification and Clean Up, Gang Awareness,



Classroom work was as much a part of the Rodeo as was the competition. Instructor Jeff Page of ADOT Safety and Health, taught a class on OSHA/CDL Hazmat Awareness.

Back Safety, Weapons of Mass Destruction Awareness, Asbestos Awareness, Electrical Safety, and Storm Water Management. “Safety training helps employees remain safe and reduces lost time caused by on-the-job injuries,” Herrera said.

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Highway maintenance employees took part in a safety inspection of construction vehicles. Contestants were given 10 minutes to identify 10 mechanical components that were not functioning on the equipment. At left, Miguel Figuerora gives a loader a thorough inspection. On the right, Julian Castillo checks out the engine on a truck. Both men are highway maintenance technicians from the Yuma District.



Equipment Roadeo winners

The two-day event held in May, concluded with an awards dinner. Doug Forstie, deputy state engineer, assisted Trojanovich and Herrera in presentation of plaques and belt buckles.

Co-sponsoring the event with ADOT were LTAP and the Arizona Chapter of the Associated General Contractors of America.

For a complete list of Roadeo winners, go to the TSG Website:

[www.azdot.gov/Inside_ADOT/
Equipment_Services/Roadeo/
Winners.asp](http://www.azdot.gov/Inside_ADOT/Equipment_Services/Roadeo/Winners.asp)



Dave Miller (left) accepts the first-place award in the Loader Competition on behalf of maintenance employee, Hector Navarro of Gila Bend. Lyle Tabaha of Chambers, placed third in the competition.



For the first time in the history of the Roadeo, a woman won first place in the Van Certification Event. Sharon Chief-Yazzie of Cameron earned that honor. David Valasquez of Nogales, placed second; and Louie Hughes of Tucson District came in at third-place.



Doug Forstie, deputy state engineer, presented a plaque and buckle to Louie Quintana of the Globe District. Quintana took first place in the Forklift Event.



Just like the wild-west rodeos, the Arizona Equipment Safety Roadeo awards belt buckles to winners in first-, second-, and third-place categories. Buckles are custom made by Harry Yazzie, a silversmith in Ganado.



ADOT women cleaned-up in the Pick-up Truck event. Top winners were, Darlene Elfering, Kingman, first-place; Jackie Brough, Wikieup, second-place; and Pamela Chamberlin, Williams, third-place.

AASHTO unveils contemporary logo at Phoenix conference

Members of the American Association of State Highway and Transportation Officials (AASHTO) were given first look at the organization's new identity when AASHTO held its Spring Conference in Phoenix.


ADOT Director Victor Mendez, who serves as president of the transportation advocacy group, unveiled the new logo along with AASHTO Executive Director John Horsley. The new logo was displayed prominently on banners, program agenda, pens and wearing apparel throughout the conference held at the Ritz Carlton on Camelback Road.

Revealing the first identity change in over 30 years, Horsley said, "we are very proud of this new logo. We've only had two logos in our 97-year history, and AASHTO is a name known around the world. The launch of this new design comes at a time when we are asking our members and associated groups to help us develop a new vision for transportation, one that can take us decades into the future. We believe this logo also will carry us well into the 21st Century," Horsley said.

AASHTO represents transportation departments of the 50 states, and Puerto Rico. Having a strong lobbying presence in Washington, D.C., the organization calls itself "the voice for transportation and catalyst for organizational and technical excellence." AASHTO advocates transportation-related policies and provides technical services to support states in transportation efforts.

The four-day conference included workshops and discussions on such transportation issues as:

- Aviation
- Highways
- Intermodal Transportation
- Intercity Rail Travel
- Driver Behavior Countermeasures
- Advanced Technology and Safety
- Funding

In her welcoming remarks to conference delegates, Arizona Governor Janet Napolitano wrote, "I am very proud of the hard work your president, Victor Mendez, and the thousands of employees of the Arizona Department of Transportation have accomplished to meet the challenges of building and maintaining Arizona's award-winning transportation system. We continue to work together on creative ways to accelerate important projects to benefit the citizens of Arizona and our many visitors." 



John Horsley, executive director of American Association of State Highway and Transportation Officials (AASHTO), and Victor Mendez, AASHTO president and director of ADOT, display the new logo at a luncheon during the AASHTO Spring Conference in Phoenix.



*Retired
AASHTO logo*

George Bays recognized for service to Arizona

50 years of state service and still going strong

By Ron Loar
Editor

George Bays of the Motor Vehicle Division has been in state service so long that he remembers when they built the Grand Canyon. Well, maybe not that long, but he does recall when the Lavender Pit mine was in operation in his hometown of Bisbee.

In fact, as a young man, he worked in that copper mine in southeastern Arizona. And, in his earlier years, at the age of 11, he helped build houses in Bisbee, mixing mortar and pouring foundations for 50 cents a day.

On May 18th, a reception marking, Bays' 50 years of state service was held in the boardroom

George Bays then and now



*Rookie Patrolman
1957*



*Border Projects
Administrator
2007*

at the ADOT Administration Building. On hand to celebrate the occasion were members of his family, along with past and present co-workers.


Bays is administrator of the Motor Vehicle Division's Special Border Projects. He is credited with securing \$19 million in federal grants for ADOT border projects, including the construction of a model Cyberport at Sierra Vista, where he is stationed. "I am proud of the fact that I have been able to give back to one of the finest organizations in Arizona," Bays says of the Arizona Department of Transportation.

His career as a public servant began on May 1, 1957 when he was sworn in as a trooper with the Arizona Highway Patrol. In 1969 the AHP became a part of the Department of Public Safety. Before retiring from police work, Bays had rose to the rank of commander of the DPS Southern Region.

From 1975 - 1982, took a leave of absence from the DPS to serve as director of campus security at Arizona State University, during which time he earned his Masters Degree in Criminal Justice Administration. In 1982, he returned to the DPS for a brief stint as commander of the General Criminal Investigations Unit. In September of that same year, he retired from the DPS and went to work for the Motor Vehicle Division.

As special border projects administrator for MVD, Bays has had a major impact on enhancing border port efficiencies; improving trans-border commercial vehicle crossing processes; deploying Intelligent Transportation Systems technology; preparing for the final implementation phase of NAFTA which allows authorized Mexican commercial vehicles full travel access throughout the United States; building strong relationships with government and private industry sectors on both sides of the international border; and coordinating joint construction and operational projects between state and federal inspection services that regulate commercial vehicles along the Mexico border.

In his spare time, Bays serves as a certified arbitrator-mediator for the Cochise County Superior Court. He is a member of the Joint Legislative Review Committee on Transportation, and serves as an ex-officio member of the Governor's CANAMEX Task Force. He is also a partner in the Arizona-Mexico Commission. He is past president of the Arizona Association of Chiefs of Police.

Bays is an antique aficionado, collecting military memorabilia as far back as the Civil War. 

Rural Transit Conference

Transit providers earn management certification; learn effective time management strategies

Rural transit providers in Arizona had an opportunity to sharpen their management skills when they attended the Rural Transit Conference held in Mesa.

Jim Temme, a consultant specializing in time management and customer service, showed transit managers how to be more productive, set priorities, and project an image of efficiency and high achievement. He is author of the book, *Productivity Power: 250 Great Ideas for Being Productive*.

The transit conference is conducted by ADOT's Public Transportation Division (PTD) for administrators of Rural Transit (Section 5311); and Elderly/Disability Transportation (Section 5310) in Arizona. Sam Chavez is program administrator for 5311 projects and Gregg Kiely oversees the 5310 projects.

Lynn Houston of AZ Service Dog Association, presented information on American Disability Association rules as applies to public transit of service dogs.

Shirley Scott, manager of Cottonwood Area Transit System (CATS), unveiled plans for the new Cottonwood Transit Center. Also giving updates of projects were Gary Parsons, Lake Havasu City; Jim Wagner, Sedona; Steve Tyminski, Sierra Vista' and Laura Henry and Dave Barber of the WACOG Regional Connector Service.


Public Transportation Director, Jim Dickey, gave an update on the growth and future of PTD in ADOT.

Dan Harrigan, ADOT training coordinator for the Rural Transit Assistance Program (RTAP), highlighted training opportunities, safety and security and the RTAP Library.

Steve Rost, coordinator of the Arizona Rides program for ADOT, gave an overview of that program.

Transit managers completing the Community Transportation Association of America's Certified Community Transit Managers course included Richard Garr, SouthEastern Arizona

Governments (SEAGO); Connie Gastelum, Catholic Community Services of Southeastern Arizona; Cathy Hutton, Ajo Transportation Co.; Steve Tyminski, City of Sierra Vista Transit' and Sandra Eylicio, Cobra Valley Transit, Miami.

The five-part certification test covers such topics as marketing, promotion, and financial management. 



Shirley Scott, transit manager for Cottonwood Area Transit System (CATS) unveils plans for the new transit center that will serve CATS and the Sedona Trolley. Scott made the presentation at the Rural Transit Conference held at the Dobson Ranch Inn, Mesa.



By Karen Mills and Dian Work

Concluding our series on the *Five Principles of Public Service Ethics*, we examine the fifth principle- *Respectability* - which touches all government workers from elected officials to personnel in all of our offices at ADOT.

In past columns, we have explored the topics of *Public Interest*, *Objective Judgment*, *Accountability*, and *Democracy*.

Respectability includes not only our business life but our personal lives as well. There is a need to safeguard public confidence in the integrity of government by avoiding appearances of impropriety and conduct unbecoming a public official. We must show that we are respectable and fit for office. We do this by conducting our personal lives so as to exhibit character traits, attitudes and judgments that are worthy of honor and respect. Public servants have a special responsibility to avoid conduct which may generate cynical attitudes and suspicions about government and the people who administer it.

It is perhaps unfortunate, but trust is the product of perceptions and beliefs, not objective reality. Conduct which creates, in the minds of reasonable people, the perception that government office has been or may be used improperly, violates our obligation to safeguard public trust. Appearances may destroy public trust even if there has been no misuse of public office.

Honesty is an integral part of respectability. A public employee that is dishonest in any significant way, even in private life, does not inspire trust and confidence in government. Technical or literal truthfulness is not all that is required. Honesty precludes any deliberate deception including the raising of false inferences or by omitting information.

The standard for appearances to determine whether something is improper may well include the 'reasonable person test.' This is based, not upon how it appears to the most suspicious and cynical individuals predisposed to assume bad faith or corrupt motives, but rather on whether reasonable, objective, and fair-minded citizens are likely to believe the conduct is improper.

However, the ethical obligation to avoid appearances of impropriety should not be used as an excuse for inaction where, the action is clearly in the public interest. To avoid making bad decisions a balance must be found between the need to preserve public confidence and the responsibility to make sound decisions on the merits. The requirement that public employees should avoid even the appearance of impropriety can, on very rare occasions, undermine the public interest, and bad decisions are made. For example: it could force government decision makers to discriminate against friends or political supporters just because it may look bad to the public. Yet, if a friend or political supporter is the best qualified person available, it is unfair and unwise to automatically disqualify them. Clearly, a balance must be found. As public servants, we have a responsibility to act in the best interest of the state as an example of principled, respectable leadership and citizenship. We should be a compass not a weather vane.

Holbrook District Tom Goodman named district engineer

Tom Goodman knows what it's like to work his way up the ladder. He was recently appointed Holbrook District Engineer upon the retirement of David Sikes.



T. Goodman

Goodman began working in ADOT as an analysts (Grade 18) in the Traffic Studies Section before being promoted to a transportation engineering specialist (Grade 20).

In 1996, Goodman left ADOT to take a position as manager of the Traffic Operations Section with Maricopa DOT.

Returning to ADOT in 2001, he assumed the responsibilities of assistant state traffic engineer over the Traffic Operations Section.

He was promoted to senior resident engineer in the Payson District in 2006, a position he held until his recent promotion.

Goodman holds a BS degree in civil engineering technology from Western Kentucky University.



EZ Email program earns MVD national recognition

By Jim Cullison

MVD Project Support Manager

Many Arizona residents are eliminating one more piece of mail, thanks to a recent MVD service.


Now the team that developed that service will receive the highest recognition award given by the American Association of Motor Vehicle Administrators (AAMVA).

The service, EZ Email, is an option allowing vehicle owners to receive their registration

renewal notice by email instead of U.S. Postal Service. “Sounds simple enough, but it’s proven highly popular with Arizonans, as more than 337,000 of them have chosen the EZ Email option since it became available last July,” according to Penny Martucci, who headed up the EZ Email team, “In equivalent terms, that’s well over a month’s worth of renewal notice mailings,” she said.

AAMVA recognized the service for reducing MVD’s renewal processing expenses and accommodating the growing volume of

modern-day consumers who feel comfortable doing business electronically. With that, AAMVA selected the EZ Email team for the 2007 International Award for Customer Service Excellence. The award will be presented August 22 at AAMVA’s international conference in Rapid City, South Dakota.

EZ Email grew from a suggestion by the Governor’s Efficiency Review Committee as a way to reduce the use of paper in government operations. 

Adopt a Highway volunteers pitch in to clean up highway



Mitch Ellis, and his father, Wade Ellis, received a certificate for their volunteer efforts in the Arizona Adopt a Highway program. State Engineer Sam Elters, left, presented the certificate at a recent Diamondbacks baseball game when volunteers and sponsors were recognized for participation in the Adopt a Highway’s “Pitch In, Pitch Out” litter campaign. Wade Ellis is manager of the Buenos Aires Wildlife Refuge near Sasabe. Approximately 25 employees of the refuge volunteer their time to maintain litter control over a five-mile stretch of State Route 286 that runs through the wildlife preserve near the Arizona-Mexico border.

8 Signs of Terrorism video recommended for all employees

Emergency preparedness is something that Bill Tait doesn't take too lightly as he encourages employees of ADOT to develop a keen awareness of what goes on around them and to report any and all suspicious activity.

Tait, the emergency manager for ADOT, encourages all employees to learn the eight signs of terrorism and teach them to their families.

"Acts of terrorism are not something that just happens in New York City and Washington, D.C., or only on foreign soil. Just ask the citizens of Oklahoma City, whose lives were changed forever when the Alfred P. Murrah Federal Building was blown up in April, 1995," Tait reminds.

"In spite of what you may think, Arizona is no stranger to the eight signs of terrorism. The 9/11 Commission Report mentions Arizona 59 times; an alarming connection to those acts of terrorism on September 11, 2001," Tait says. He points out that some of the pilots of those ill-fated aircraft were trained here in Arizona. The 9/11 Commission Report also makes strong references to the possibility of terrorist attacks on nuclear power stations such as the one at Palo Verde.

Tait recommends that all employees go to the ADOT Intranet site and click on the Homeland Security link where they can watch the brief video, *The 8 Signs of Terrorism*. "Terrorism is not an ideology it is a tool that is used by people that wish to do others harm. This video will

give you an overview of how the terrorist's tool is assembled, Tait says." The lessons in the video are also intended to be used on and off the job," he says, encouraging all to share this information with friends and family. He also says, "Remember, you, your family and your friends are all part of Arizona's preparedness team.

The eight signs of terrorism mentioned in the video are:

Surveillance – This is the largest part of the tool. It is conducted over the longest period of time and it is a period in which terrorists can give themselves away to an alert public. Be aware of people that might be unusually watching building, taking pictures, or monitoring starting and stopping times.

Elicitation or gathering information – An extension of surveillance, this is the time where the attackers are trying to solidify information that they have. Attackers may try to eaves drop on conversations in public lunch rooms. You may receive email that requests operational information or you may be engaged in a conversation by someone that asks you about security, operational procedures, or quitting time.

Testing security – As terrorists continue gathering information they may need to test security. This may be done by calling in false alarms to record response times or it may be overtly attempting to gain access to a facility to test if they will be stopped.

Finances – Persons handling large amounts of cash should raise suspicion especially if it is outside of a normal routine such as a business making deposits of receipts.

Acquiring supplies – Purchasing of large amounts of chemicals or weapons can be a definite indicator or terrorism attempts. Attackers may also attempt to acquire uniforms or vehicles that will assist them in carrying out their attack. ADOT vehicles and uniforms could be attractive to a terrorist organization.

People who do not belong – Get to know the people you work with. Make eye contact with people and greet them. This will help you become familiar with the people that are supposed to be there, and make it easier to spot people that do not belong. Unfamiliar people that loiter outside of security gates, or may ask for admittance to use a phone, might be suspect. If you are uncomfortable with someone's actions contact your supervisor, security, or local law enforcement.

Rehearsals or dry runs – This is when the plan has been solidified and last minute preparations are being completed. They are testing their coordination, communications and timings. You may observe suspects leave packages, or park a vehicle in an unusual spot.

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Milestones in Service

The following employees attained milestones for their length of service:

50 Years

George N. Bays, MVD, Special Border Projects

35 Years

Ralph E. Moore, MVD, Motor Carrier and Tax Services

20 Years

Katherine E. Gobel, MVD, Communications

Allan E. Kittleson, TSG, Equipment Services, Flagstaff

Helen M. Nicol, MVD, Kingman District

Debra J. Stroops, TSG, Information Technology Group

30 Years

Richard B. Rivera, Jr., ITD, Tucson District, Maintenance

Donald C. Taylor, ITD, Phoenix Construction District

15 Years

Jami R. Garrison, TPD, Data Section, GIS

Azel O. Guillen, TSG, Information Technology Group

Gloria E. Perez, ITD, Engineering Technical Group

10 Years

Perry R. Branson, ITD, Globe District

Jeremy A. Cleavenger, TSG, Equipment Services, Phoenix

Ronda F. Johnson, TSG, Arizona Highways magazine

Librado L. Ramirez, ITD, Materials Group

Michael E. Smith, TSG, Equipment Services, Phoenix

Enrique Vasquez, ITD, Phoenix Maintenance

James E. Wilson, ITD, Holbrook Construction

Muhannad Zubi, ITD, Traffic Engineering Group

To submit articles and photos for publication, or to make suggestions and comments, contact the editor at

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(602) 712-4041


8 Signs of Terrorism

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Deploying assets and getting into position

– The plan is in place, orders have been given and the terrorists either have their green light or are waiting for the authority to attack. You may encounter people that appear excited, or very nervous; or you may see people gathering in a house that normally does not have large numbers of visitors. This is your last chance to stop the attack by alerting authorities of your suspicions.

Tait tells of the incident two years ago when an Arizona couple and their real estate agent were looking for a house. They entered what was supposed to be an empty residence and found sleeping mats in all of the rooms. Beside each mat was a back pack with clothes, and military style boots. The couple decided that this constituted an unusual activity and called the Arizona Counter Terrorism Information Center (ACTIC) that sent someone to investigate.

“This is the level of awareness we are asking for,” Tait said, emphasizing the ACTIC axiom: **If you see it, say it.** He reminds all to be alert and report any and all suspicious activity, and to review the video, *The 8 Signs of Terrorism* that can be found on the ADOT Intranet’s Homeland Security site. 

Retirements from ADOT

Employees retiring recently from ADOT, as reported by Human Resources, include:

Maria Avelar, TPD, Administrative Section, 31 years

Wyatt L Cornwall, TSG, Information Technology Group, 32 years

Larry A. Cushman, ITD, Highways Maintenance, 22 years

Eddie P. Garcia, ITD, Tucson District Construction, 30 years

John Gravelle, ITD, Roadway Engineering Group, 27 years

Kenneth E. Jensen, ITD, Globe District Roosevelt Maintenance, 9 years

Frances L. Martucci, MVD, Competitive Government Partnerships, 35 years

Cynthia L. Meeker, MVD, DOSS, Technical Support, 30 years

Judith A Montgomery, ITD, Materials Group, 19 years

Casey Morrow, ITD, Highways Section, 7 years

Edgar L Newkirk, ITD, Phoenix Roadway Maintenance, 43 years

Robert W Pastor, ITD, Globe District, 20 years

Perry L. Paulsen, ITD, Seligman Maintenance, 12 years

David C. Perez, ITD, Highway Operations, Avondale, 23 years

Vaneta Jo Pichee, TPD, Director's Office, 19 years

Thomas L. Sheik, II, TSG, Office of Inspector General, 8 years

Henry M. Sung, ITD, Design Group, 23 years

Debra D. Sykes, ITD, Utilities & Railroad Engineering Section, 32 years

Steven Earl Tischler, ITD, Phoenix Construction District, 27 years

Robert M. Wilbanks, ITD, Maintenance, Holbrook District, 22 years

Julietta A. Woods, MVD, Customer Service, 17 years

Surveyors honored for lifesaving act



Members of an ADOT Survey crew received certificates of commendation and medals for their part in saving the life of a 30-year-old woman stranded in the desert north of Phoenix. (See cover story in April 2007 TRANSEND.) State Engineer Sam Elters (right) presented awards to Logan Gardner, Don Rohla, Jr., Victor Garcia, and Roger Morales-Perez.